



Human Resources Transformation HR Modernization Project June 21, 2001

“As-Is” Process Flows

High Priority “As-Is” Process Flows (Deliverable 62.1.2)

The three high priority HR functions are: Performance Management Administration, Classification/Staffing/Recruiting, and Skill/Career Development & Training. The high priority process flows depict primary activities, system screens, handoffs between service providers, and the average process completion time. These flows will play a significant role in shaping the “To-Be” state of the high-priority HR functions. In addition, the flows will help identify the resources that SFA HR will need in order to assume responsibility for these processes.

Expansion “As-Is” Process Flows (Deliverable 62.1.3)

The three expansion HR functions include: Knowledge Management, Benefits Administration, and Payroll Administration & Personnel Management. The expansion process flows depict primary activities, system screens, handoffs between service providers, and the average process completion time. These flows will play a significant role in shaping the “To-Be” state of the expansion HR functions. In addition, the flows will help identify the resources that SFA HR will need in order to assume responsibility for these processes.

Process Flow Overview Sheets

The Process Flow Overview sheets provide a general description of the high priority and expansion sub-functions. The Process Flow Overview sheets also capture information about operational cost, contact persons, assumptions, exclusions, and the regions.